



**POLICY ON EMPLOYEE WELL BEING
OF
JAYASWAL NECO INDUSTRIES LTD**

PHILOSOPHY:

Jayaswal Neco Industries Ltd (JNIL) focuses on ensuring the well-being of all its employees. The company believes in giving its employees ample opportunities to perform as employee well-being is imperative to achieve a profitable growth. Ensuring diversity, preventing discrimination, safety and health are part of JNIL`s Code of Conduct.

EMPLOYEE WELL-BEING:

1. Recognize good work and team relationship.

We recognize good work done by the employee through non-financial motivation scheme. Employees at the individual level as well as at group/ team level are encouraged to initiate and implement new ideas in improving the relationship amongst employees.

2. Offered flexible working hours and assistances.

Employees are allowed to change their scheduled shift with co-workmen without disturbing the work.

3. Promote and encourage a healthier lifestyle.

Series of Seminar, Symposium, Medical camps will be organized in regular intervals to bring health awareness as well as asses the health status of employees and their family members through experts. Responsiveness literature / brochure on common physical & mental health issues/ailments and their preventive actions will be circulated to all concerned.

4. Communicate and accept regular feedback effectively.

Management will address employees periodically whenever required and have interaction with the gathering to understand the requirements of employees and try to assess the efficacy of various policies and procedure of the Unit which are under implementation.

Open forum meetings will be conducted on time-to-time, where employees will be encouraged to speak out their mind on the functioning of the Plant, areas of improvement and personal grievances.

- The Company will also formulate schemes and policies to address health insurance for employees and their family members and welfare needs of employees and their families.
- The Company will provide workplace environment that is safe, hygienic and which upholds the dignity of the employee.
- The Company will take cognizance of the work-life balance of its employees, especially that of women.

MONITORING AND REVIEW

The Managing Director/Joint Managing Director together with the Unit Head & HR Head will monitor the effectiveness and review the implementation of this policy, regularly considering suitability, adequacy and effectiveness.

Any improvement identified will be made and incorporated to the policy. For the purpose of proper implementation of this policy, the policy shall be appropriately communicated within the Company across all levels.

The Human Resource Department along with the Functional Heads of Departments / Unit Heads of the Company shall be responsible for ensuring that the policy is implemented throughout the Company.

AMENDMENTS

The policy may be amended at any given point of time if it appears that the relevant provision of the policy or business process has become inappropriate or ineffective or an improvement is required. Further, there may be change in prevailing laws, the implementation of which may be required under the policy. Under these circumstances or in any other situation, if the Managing Director/Joint Managing Director/HR head deems necessary, the amendment to the policy may be carried out under the signature of Managing Director/Joint Managing Director.

Arvind Jayaswal
Managing Director, JNIL